

# **Personnel Transformation**

## **Supporting the *Army Transformation***

The world hates change, yet it is the only  
thing that has brought progress.

*Charles F. Kettering*

# *Personnel Transformation Vision*

- **Vision Statement:**

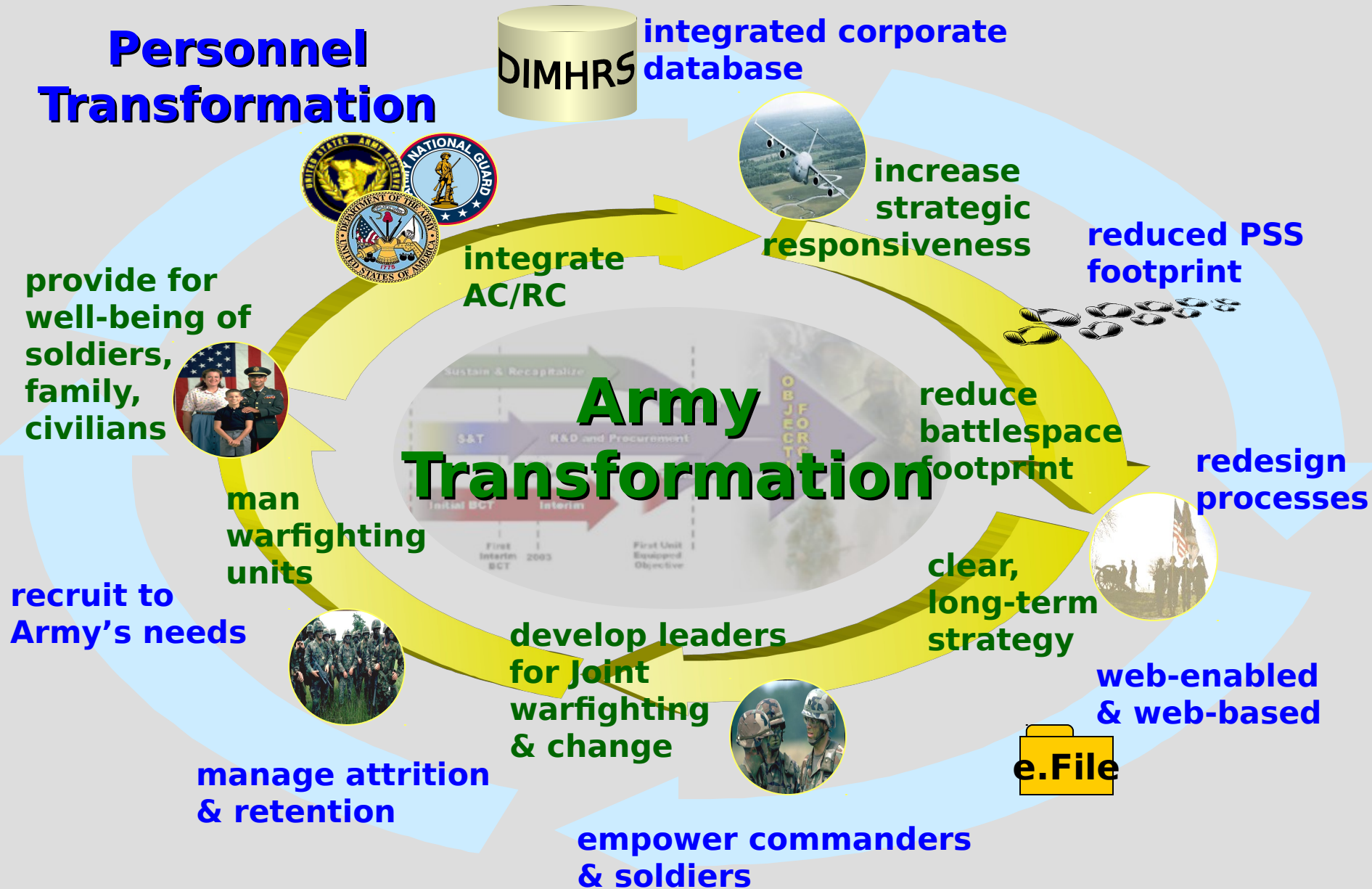
- ▢ **A simple, accurate, accessible, timely, reliable, and relevant personnel system**

- **Core Competency:**

- ▢ **Support the Commander and provide service to the soldier and the Army family**

# Transformation

## Personnel Transformation



## *Enduring Truths*

- **people will remain the heart and soul of our Army's readiness**
- **we must be committed to the well-being of the Army family -- its soldiers, civilians, veterans, retirees, and family members**
- **the human dimension of war and the quality of our people cannot diminish**
- **commanders are responsible for taking care of soldiers**
- **commanders need timely, accurate, and relevant data to take care of the force**

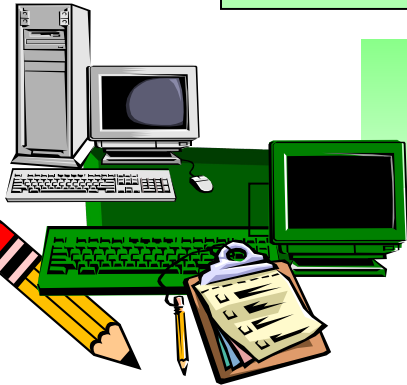
**“We must adjust to changing times and still hold to unchanging principles.”**

# Managing Personnel Information

## Past Principles

stubby pencil →  
mainframe

□ distributed database



- too much paper
- too many layers
- low data accuracy
- timeliness - slow
- little or ineffective interface between systems

DA

PSB

UNIT

personnel units  
valuable "middlemen"

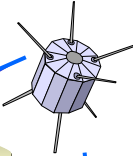
## Future Principles

single, corporate  
database

access any time, any where  
with a need to know



data input at the source;  
accurate - on time



HR assets embedded  
at every command level



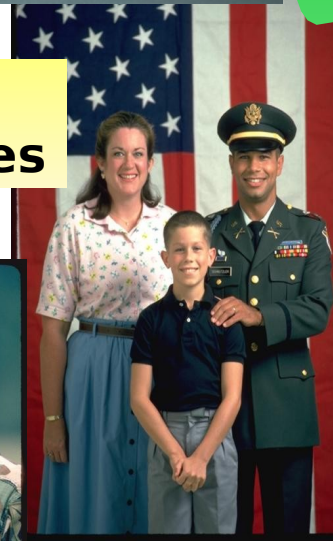


# *HR Support to the Army*

- RECRUIT
- SELECT / PROCESS
- CLASSIFY
- TRAIN
- DEVELOP
- SUSTAIN
- MOBILIZE
- DEPLOY
- COMPENSATE
- RETAIN
- TRANSITION



## **Human Resources**

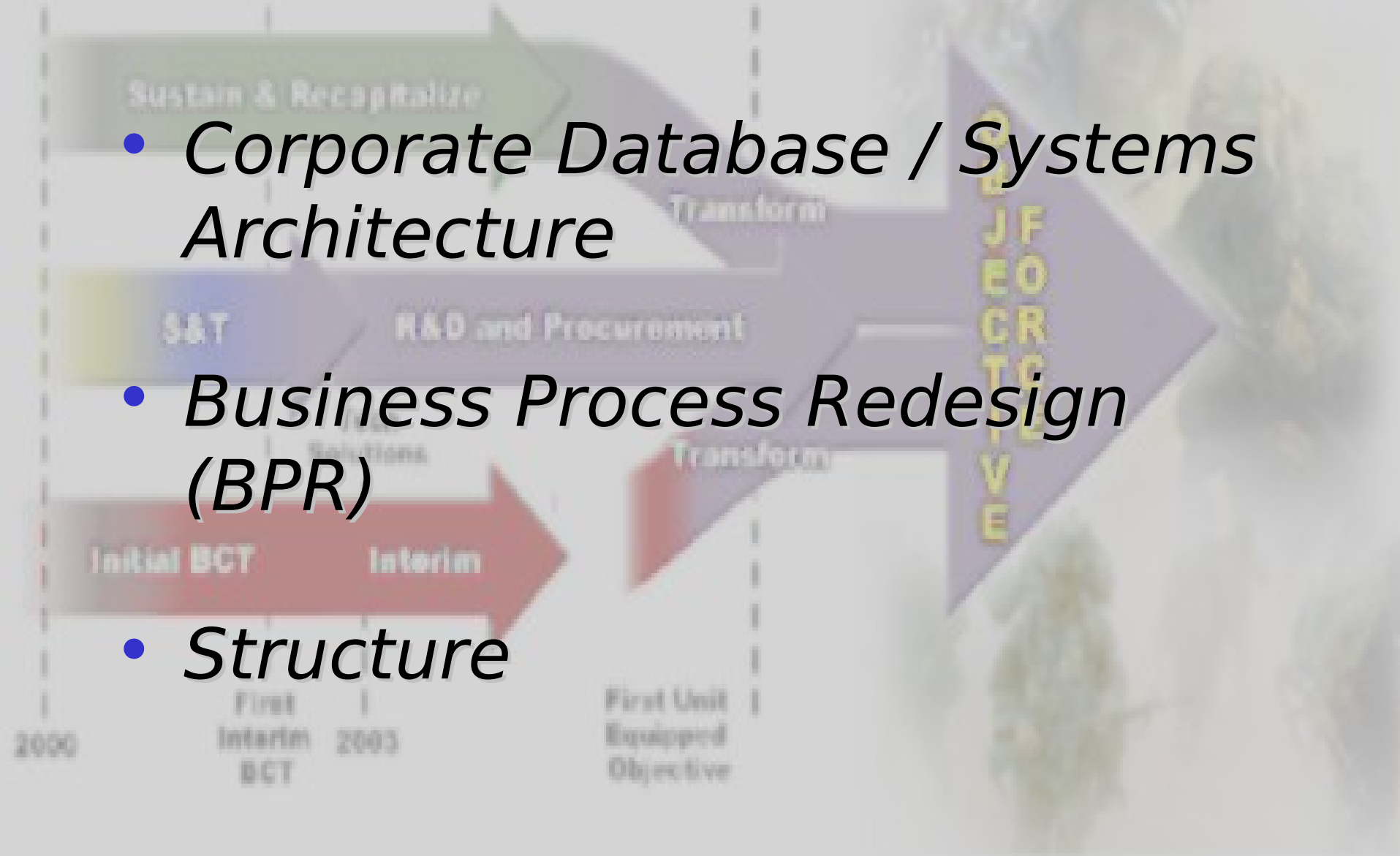


- LEADERSHIP
- SPIRITUAL WELLNESS
- CHARACTER DEVELOPMENT
- COMMUNITY AND FAMILY SUPPORT
- EDUCATION
- READINESS
- FITNESS
- VALUES
- HEALTH
- SAFETY
- SORD
- MWR
- EO

**...supports the human dimension of soldiering**

# Personnel Transformation

- *Corporate Database / Systems Architecture*
- *Business Process Redesign (BPR)*
- *Structure*



# Database / Systems Architecture

Current View

Future View

**Must Collapse our  
Architecture & Eliminate  
Non-Mission Critical Systems**  
**Save Spaces, Time, Energy  
and Money**

web-based

application

**DIMHRS**



**SOLDIERS**  
**STAFF**  
**COMMANDERS**  
**ALL HR CUSTOMERS**

✓ **Simple**      ✓ **Timely**  
✓ **Accurate**    ✓ **Reliable**  
✓ **Accessible**   ✓ **Relevant**

**ACTIVE.GUARD.RESERVE  
JOINT**

Aug 02

Mar 04

??

**Turn-off  
SIDPERS-3**

**AHRS / Web-enabled Applications**

**AHRS / DIMHRS /  
Web-based Applications**

**DIMHRS**

★ **one-time input**  
**at**  
**the action**  
**level database**  
**deployed**  
**or at home station**



# Process Change

- **Near Term**

- Quick wins
- BPR “on the fly”
- Multi-component & component unique

COMMON  
ACCESS CARD

OMPF  
ON LINE

FIELD-TO-FILE

- **Deliberate**

- Methodical
- Full BPR
- Multi-component allowing for component unique

MULTI-COMPO  
PERSONNEL ASSET  
VISIBILITY

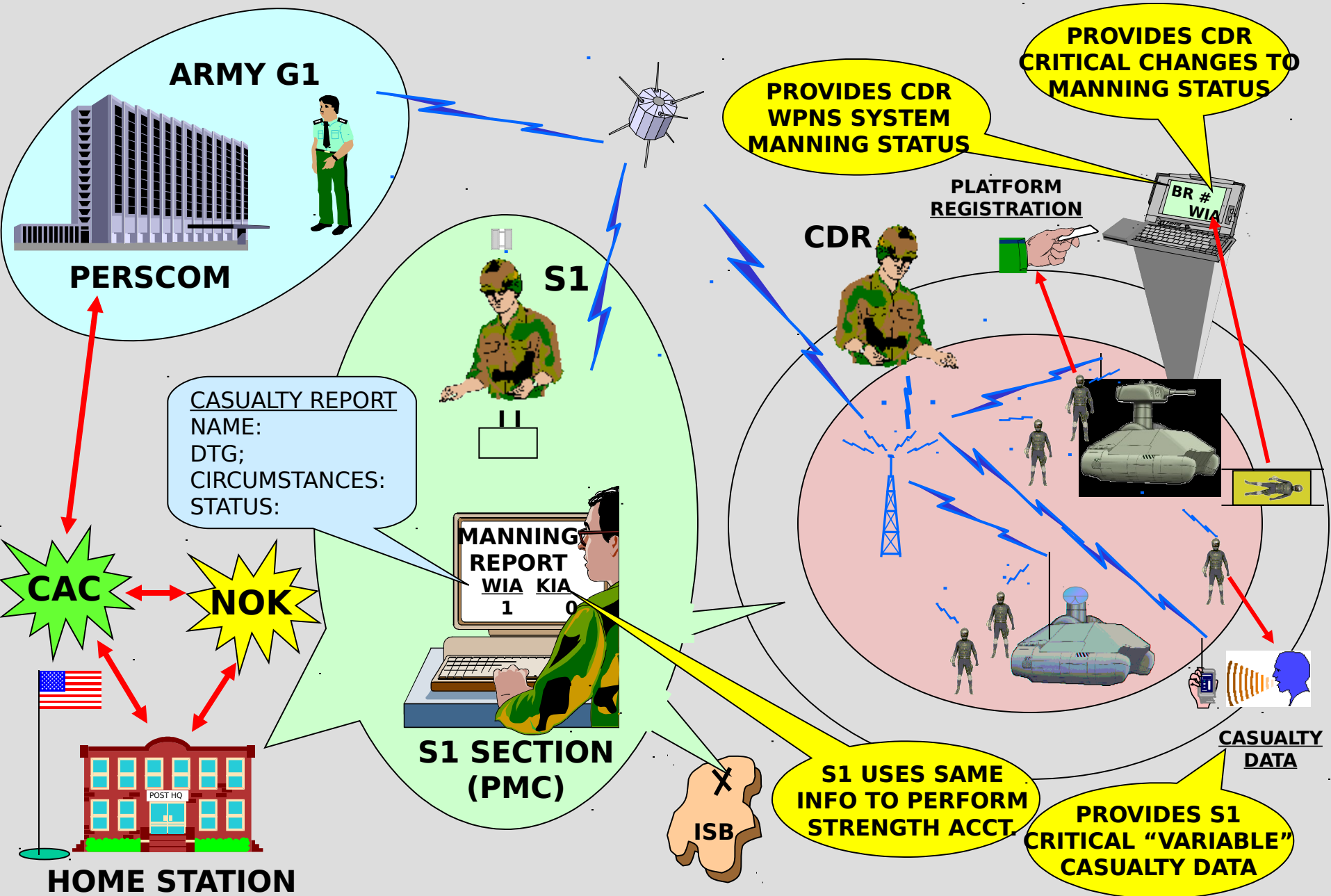
**PROCESS . . . PROCESS . . . PROCESS**

PeopleSoft

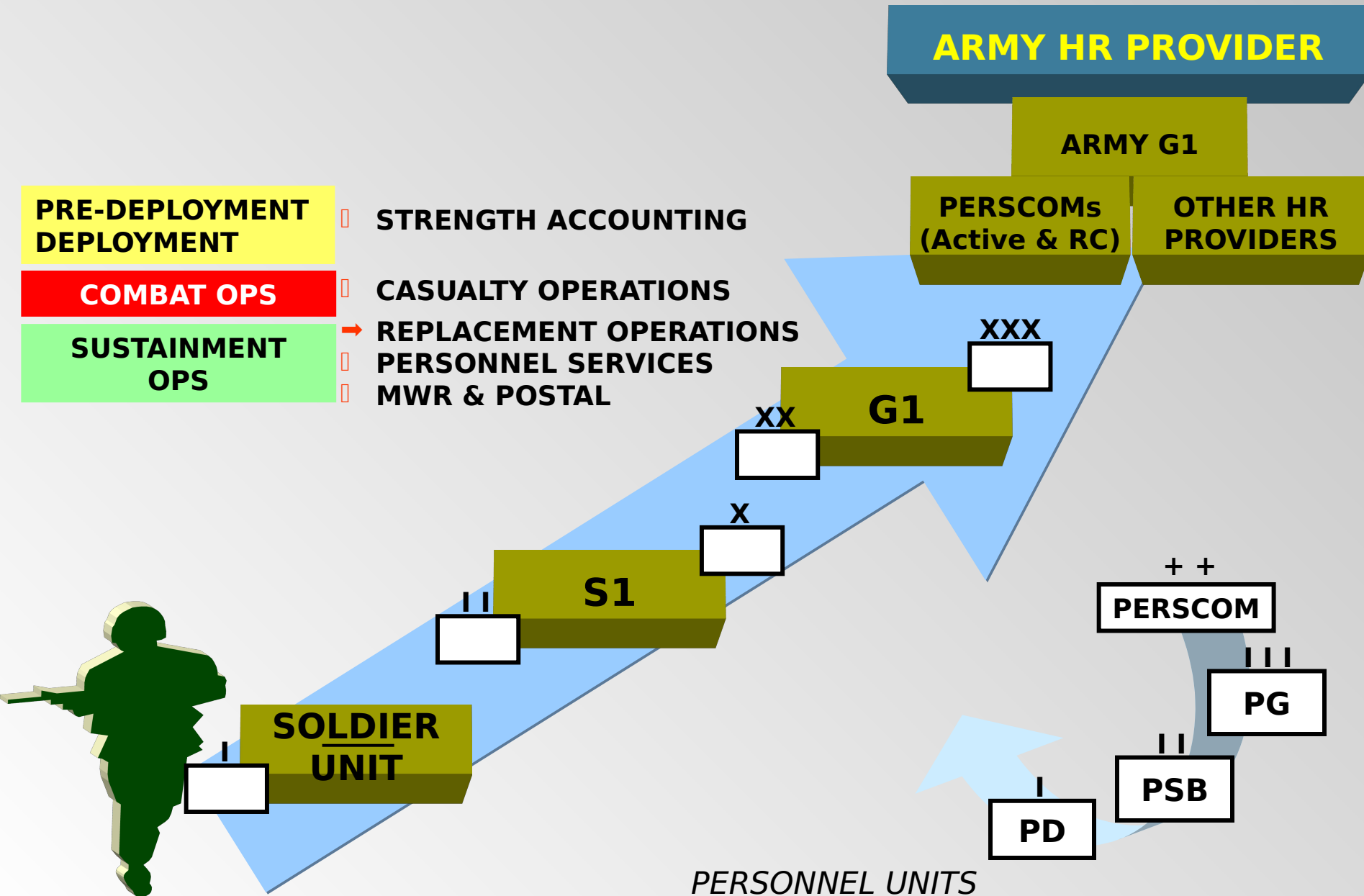
BPR TIGER TEAM  
ROAD MAP

*On Point for the Nation . . . Persuasive in Peace, Invincible in War*

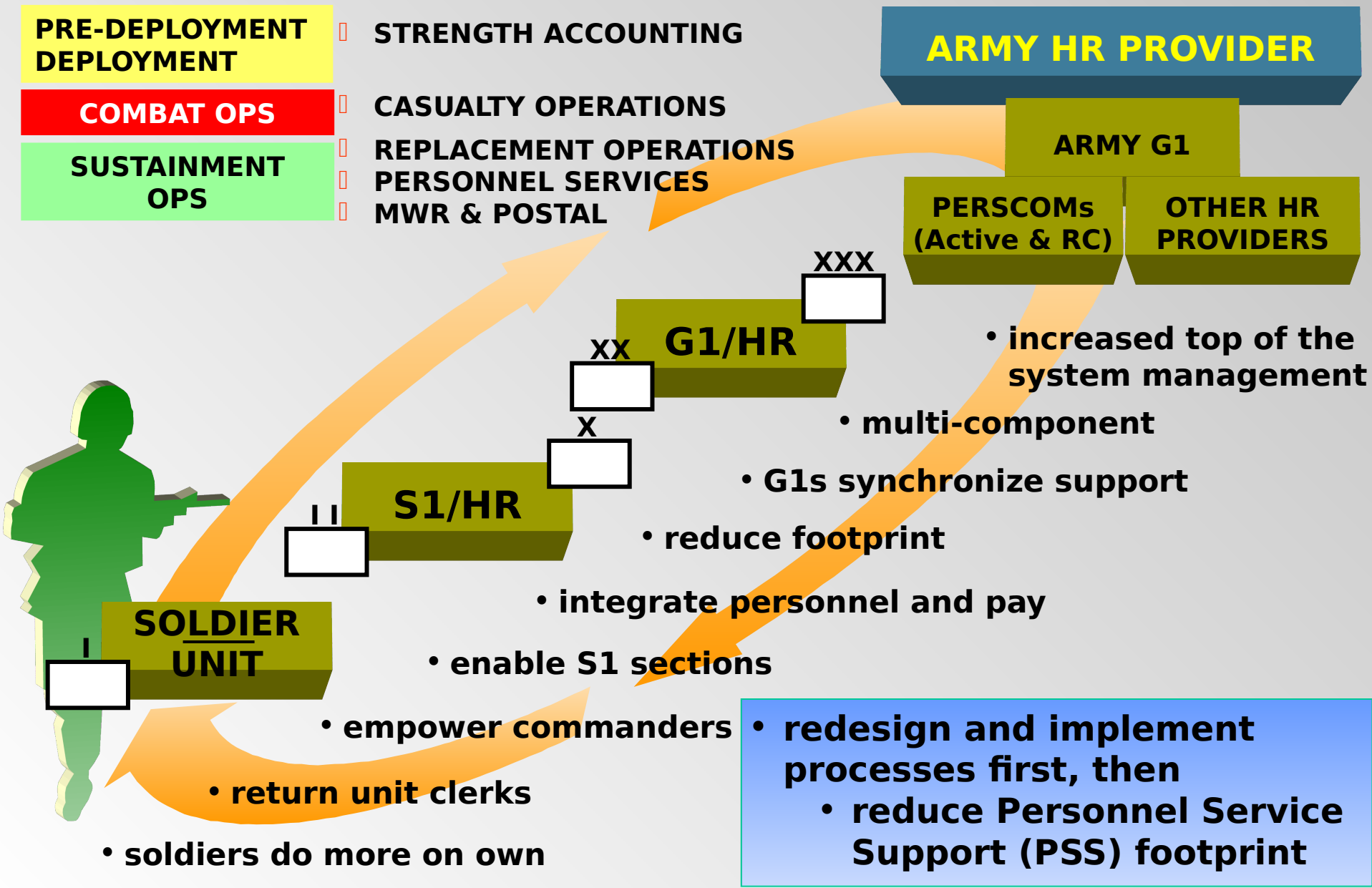
# Strength Accounting & Casualty Reporting



# Supporting the Warfight - Today

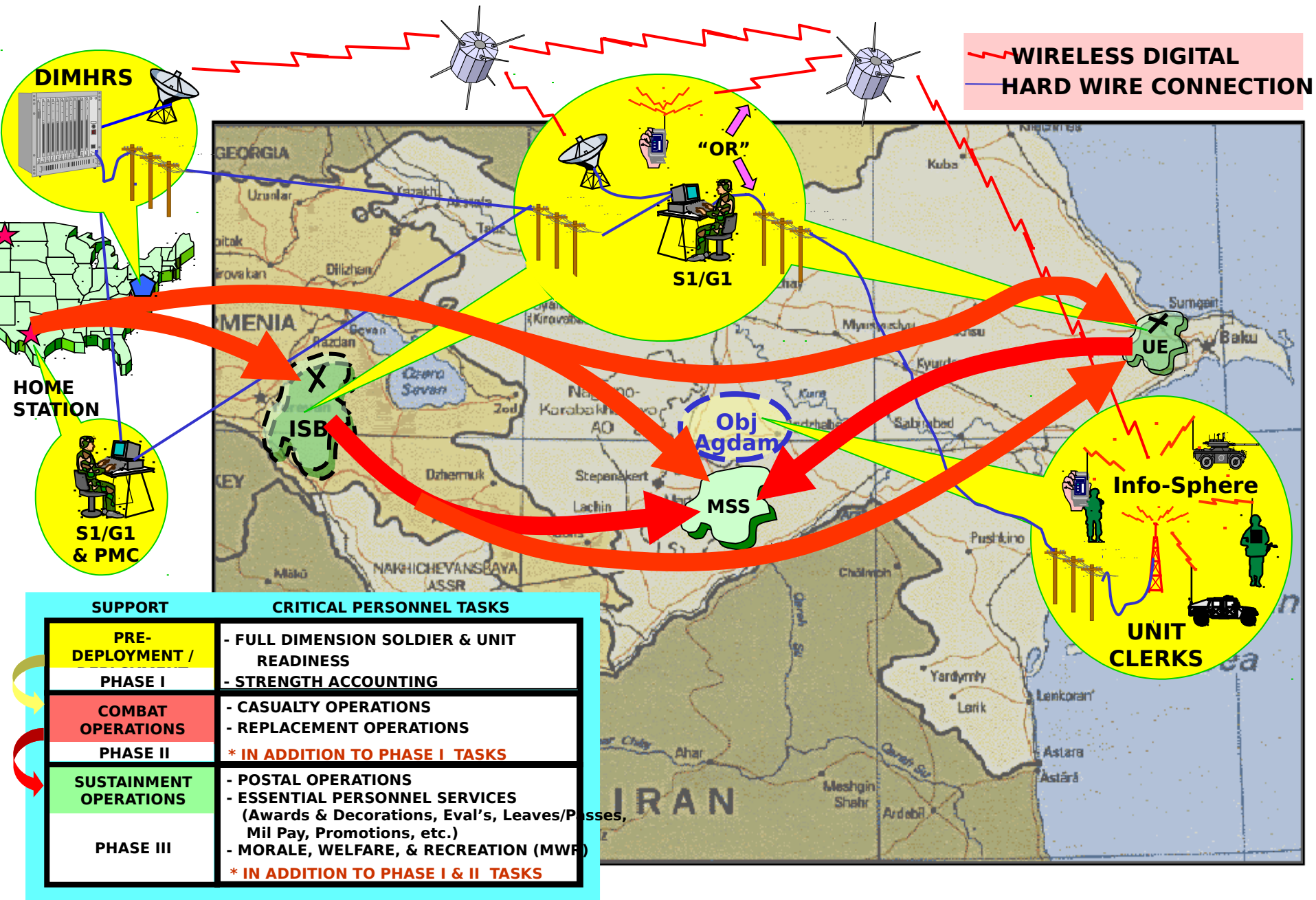


# Supporting the Warfight - Tomorrow

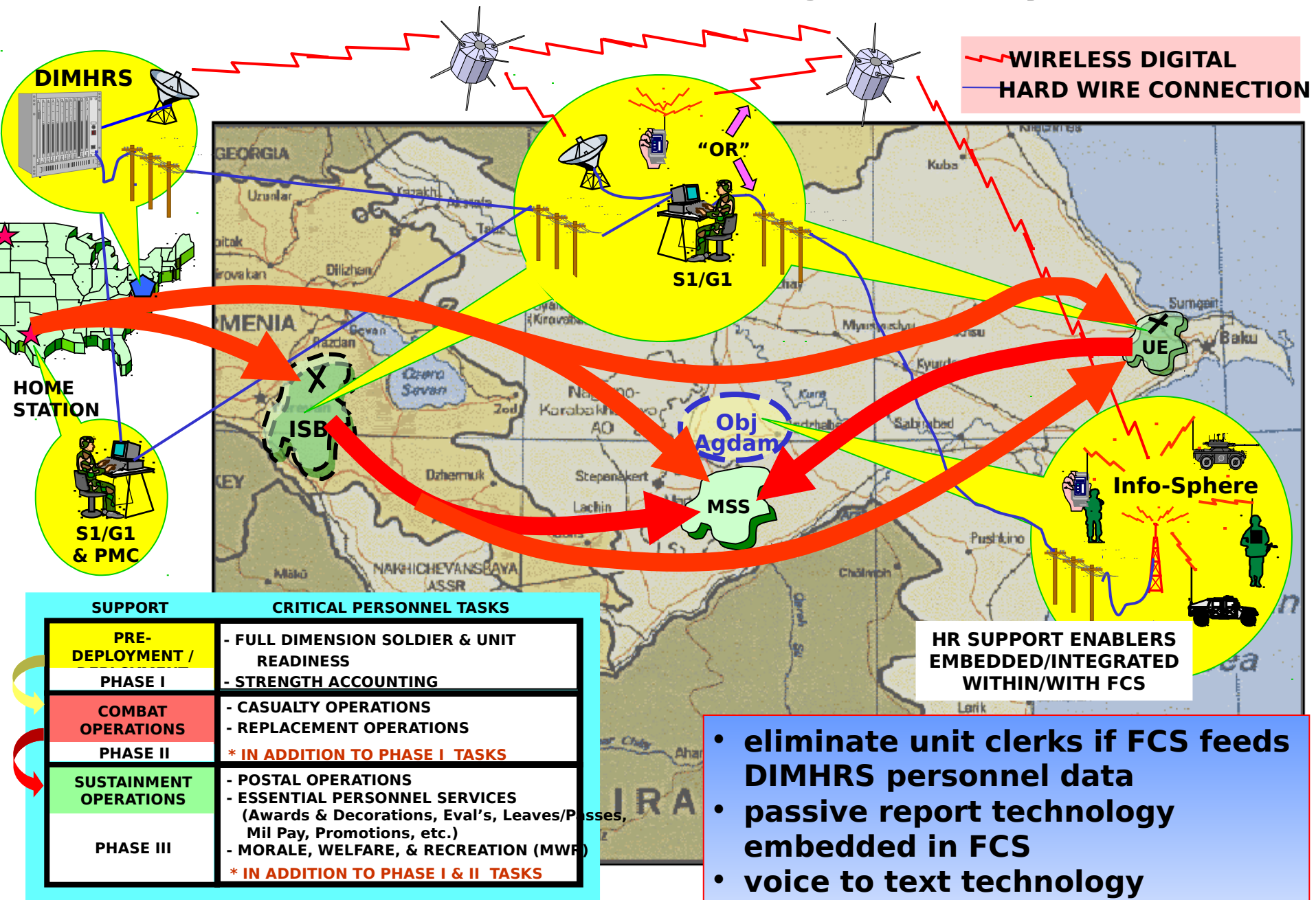




# HR Support to the Warfight - Interim

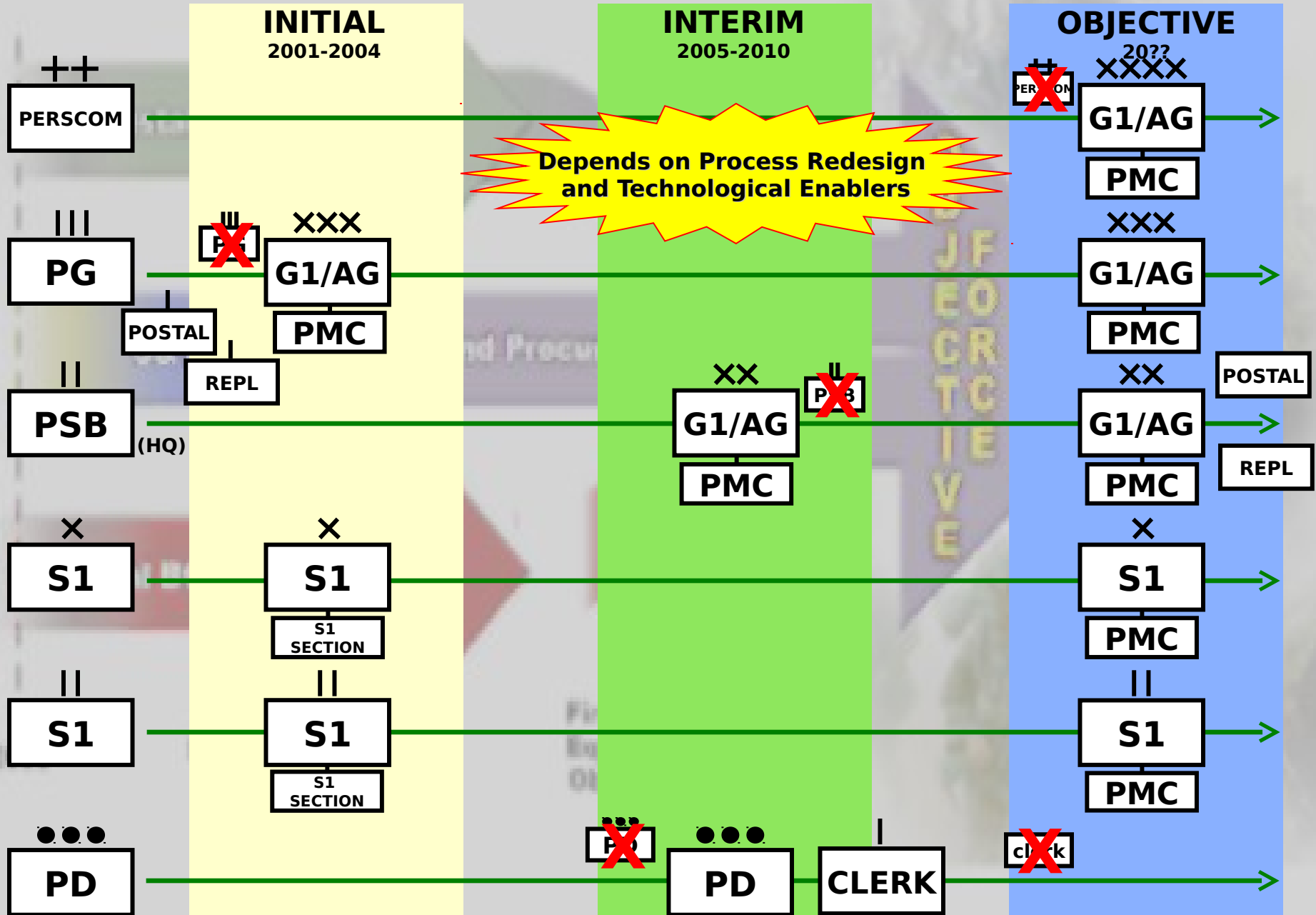


# HR Support to the Warfight - Objective

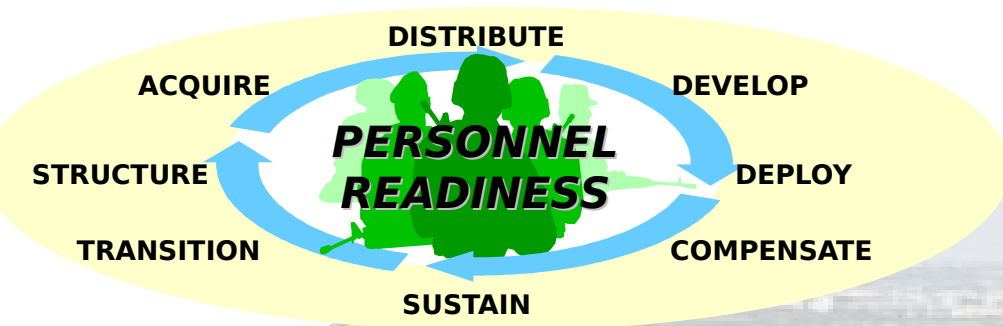




# Structure Progression



# Army HR Provider



## OTHER AGENCIES

- **OCAR / NGB HR Directorates**
- **MPSA**
- **MEPCOM**
- **USARCs / STATES**
- **RECRUITING COMMAND**
- **CFSA**
- **AAFES**
- **CMAOC**
- **MACOMs**



**PERSCOM**



**Army G1**



**G1/AG**

XXXX  
[ ]



**G1/AG**

XXX  
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**G1/AG**

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[ ]



**S-1**

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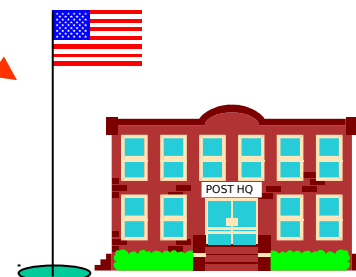


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**SOLDIER**



**HOME STATION**

# *Transformation of HR Support*

**is**

- serving the big Army
- partnering with the Army Vision
- challenging outdated ways of doing business
- embracing emerging technology
- exploring options and opportunities
- processes driving structure



**"Sacred cows make the  
tastiest hamburger."  
Abbie Hoffman**

**is not**

- maintaining the status quo
- thinking in today's paradigms
- protecting commands and unit structure
- structure driving processes
- protecting systems
- saving the AG Corps

# ***Critical to Change . . . .***

✓ **Vision**

✓ **Commitment**

✓ **Organization**

✓ **Strategy**



*On Point for the Nation . . . Persuasive in Peace, Invincible in War*

## *Our Way Ahead*

- Work together to achieve a fully integrated HR community
- Focus on functional relevance
- Commit to a bold, coordinated process redesign
- Establish full spectrum HR training
- Pursue integrated AG/HR options

# **Personnel Transformation**

**Questions,**

**Comments,**

**Suggestions**

